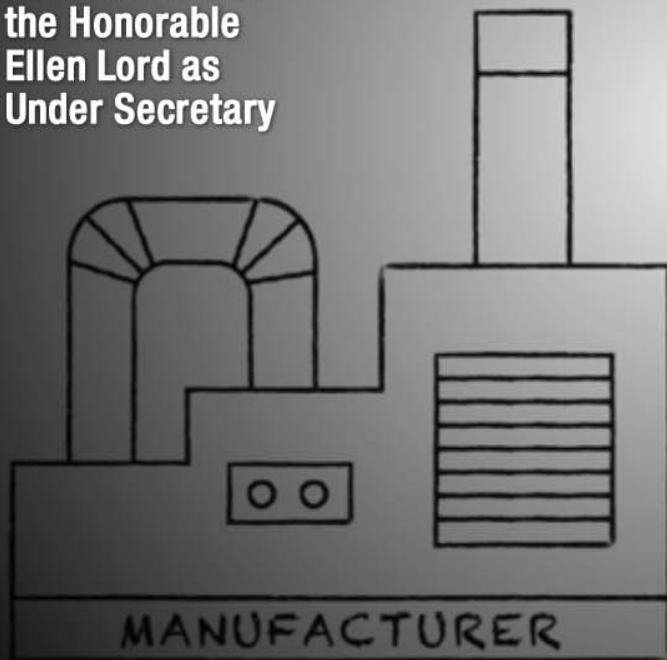




Acquisition Award Nominees to Compete for DoD Level Awards



**AT&L Welcomes
the Honorable
Ellen Lord as
Under Secretary**



**on the web at
www.doddacm.mil**

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From Your DACM



Mr. Scott Bauer

Greetings! Thank you for welcoming me as Acting Director, Acquisition Career Management for the Office of the Secretary of Defense (OSD) and the 4th Estate. I want to thank Bob Daugherty for his tenure as DACM and honor his partnership with the defense agencies, field activities, and

OSD to establish unprecedented capabilities in the areas of talent management, workforce development, and leader maturation. I pledge to continue collaborating with agency leadership and take us to new heights.

We hope you’ve had a chance to log into Defense Acquisition Talent Management System (DATMS) and check out some of our new capabilities which include a customized Defense Acquisition Workforce Improvement Act (DAWIA) progress dashboard. Please be sure to establish your profile in the system and check back soon for more tools to help you manage your professional development.

It is our job to seek out workforce development opportunities for 4th Estate acquisition employees. We are pleased to expand our FY18 portfolio of talent management offerings and the complete course list will be available on our website next month. Also, we are excited to partner with the Army and Air Force DACM offices to bring back Acquisition Leadership Challenge Program (ALCP) for our fourth year in a row.

One of our primary goals is to provide enhanced communications and standardization of processes where possible. We welcome your suggestions on how we can improve our website, newsletter, and our processes. Thank you to our agency leadership, acquisition career managers, and acquisition workforce for your hard work and support to the Department of Defense.

It is a great time to be a part of the Defense Acquisition Workforce and it is my distinct pleasure to serve your acquisition workforce needs!



AT&L Welcomes the Honorable Ellen Lord as Under Secretary



Senate Confirmed in August 2017, the Honorable Ellen M. Lord currently serves as the Under Secretary of Defense for Acquisition, Technology and Logistics (AT&L). In this capacity, she is responsible to the Secretary of Defense for all matters pertaining to acquisition; research and engineering; developmental testing; contract administration; logistics and materiel readiness; installations and environment; operational energy; chemical, biological, and nuclear weapons; the acquisition workforce; and the defense industrial base.

Prior to this appointment, from October 2012 – June 2017, Ms. Lord served as the President and Chief Executive Officer of Textron Systems Corporation, a subsidiary of Textron Inc. In this role, she led a multi-billion dollar business with a broad range of products and services supporting defense, homeland security, aerospace, infrastructure protection, and customers around the world.

Ms. Lord has more than 30 years of experience in the defense industry, serving in a variety of capacities, to include Senior Vice President and General Manager of Textron Defense Systems, now Weapon & Sensor Systems; and Senior Vice President and General Manager of AAI Corporation, now known as Textron Systems' Electronic Systems, Support Solutions, and Unmanned Systems businesses. Earlier in her career, Ms. Lord served as Vice President of Integration Management for Textron Systems and Vice President of Intelligent Battlefield Systems for Textron Defense Systems, in addition to other business and operations positions.

Ms. Lord is a former Vice Chairman of the National Defense Industrial Association, as well as a former Director of the U.S. – India Business Council. She has served on the industry steering committee for the Center for New American Security's (CNAS) task force on "Strategy, Technology and the Global Defense Industry," as well as CNAS's DoD-Industry collaborative project "Future Foundry: Forging New Industries for Defense," which was formed to examine key technological trends and challenges facing the global defense industry. Ms. Lord has also served on the Board of Trustees of the U.S. Naval Institute Foundation.

Ms. Lord earned a Master of Science degree in chemistry from the University of New Hampshire, as well as a Bachelor of Arts degree in chemistry from Connecticut College.



Writer's Guild



Ms. René Thomas-Rizzo



This quarter we would like to showcase an article that was recently published in the Defense Acquisition, Technology, and Logistics (AT&L) magazine by a member of the Senior Executive Service in the 4th Estate acquisition workforce. The article entitled, “Making DoD an Employer of Choice,” emphasizes the importance of attracting the Nation’s top talent to be a part of the Department of Defense. The author, Ms. René Thomas-Rizzo, Director of Human Capital Initiatives (HCI) in the Office of the Under Secretary of Defense for AT&L, makes the case that although the DoD’s acquisition workforce is more capable than ever before, she is optimistic more progress can be made. Surging Defense Acquisition Workforce retirements have led the DoD to initiate a new outreach and branding campaign to attract qualified new applicants.

For the complete article, please visit <https://www.dau.mil/library/defense-atl/blog/Making-DoD-an-Employer-of-Choice>

For more information about HCI and their branding efforts, please visit their website at: <http://www.hci.mil>



Awards

4th Estate Nominees to Compete for DoD Level Acquisition Awards

By: Aaron Hutson, 4E DACM Communications Director

The annual Under Secretary of Defense (USD) for Acquisition, Technology and Logistics (AT&L), Defense Acquisition Workforce Awards Program is underway for 2017. This awards program is comprised of four awards, the David Packard, Should Cost Management, individual achievement, and organizational development and innovation. This year it was determined that the 4th Estate would hold a board to determine the 4th Estate nominees for the individual achievement and organizational development awards. The board was comprised of the Component Acquisition Executive or designated appointee for ten organizations from the 4th Estate and the 4th Estate DACM for a total of eleven board members.

The remainder of this article highlights the accomplishments of the board approved nominees for the individual achievement awards and organizational development and innovation awards. The narrative below are excerpts taken from the submitted nomination packages. The period of performance for these awards was July 1, 2016 to June 30, 2017. These individuals and one organization are considered our 4th Estate award winners, and they will compete against the military service and combatant command nominees for the DoD level awards. Congratulations and best of luck!

USD(AT&L) Defense Acquisition Workforce Individual Achievement Awards

Contracting and Procurement



Cynthia Obermeyer



Ms. Cynthia Obermeyer served as the Contracting Officer responsible for the largest energy savings performance contract (ESPC) award in history for the federal government. The contract, valued at over \$649 million, was awarded on December 13, 2016, to Honeywell International Inc., in support of the Oklahoma City Air Logistics Command (OC-ALC) located at Tinker AFB, OK. The contract includes \$243 million capital investment for the modernization of 80% of the OC-ALC buildings, totaling approximately 10 million square feet, through the implementation of 19 different energy conservation measures that are expected to increase energy and water efficiency by 35 and 9 percent, respectively.

As the Contracting Officer and lead negotiator on this complex project, Ms. Obermeyer spearheaded a multi-faceted government team with her 'can do' attitude. Her commitment to succeed, coupled with her years of experience and expertise in this niche contracting area, contributed greatly to the successful and timely execution of this complex award.

In addition to providing the OC-ALC with a holistic approach and solution for its critical mission energy infrastructure needs, Ms. Obermeyer's efforts were also instrumental in helping the Department of Defense execute \$2.3 billion in performance contract awards by the end of 2016 and provided a significant contribution toward an overall federal government goal of \$4 billion. In February 2017, Mr. Mark Correll, Air Force Deputy Assistant Secretary for Environment, Safety and Infrastructure, also sent a letter to the DLA Energy Commander to specifically acknowledge and personally congratulate Ms. Obermeyer for her efforts on the OC-ALC ESPC award and the significant contribution it will make in conserving the nation's energy and water resources.

Engineering



Gail Lowe



Ms. Gail Lowe is the Chief Engineer for the Redesigned Kill Vehicle Program, the Missile Defense Agency's (MDA) number one development program, and has led the team to great heights and numerous accomplishments over the past year. In 2016, Ms. Lowe led her diverse team, comprised of government, industry, and technical direction agents, to shape the processes and procedures by which the Redesigned Kill Vehicle Program conducted the module system requirements reviews, module preliminary design review, technical interchange meetings, and Payload preliminary design review. The Redesigned Kill Vehicle Program completed the module system requirements reviews because of her guidance, supervision, and adherence to the standard.

Ms. Lowe led the Redesigned Kill Vehicle team through the development and review of over 500 pieces of objective evidence supporting the technical reviews. She is also responsible for ensuring technical progress for every other aspect of the program. During affordability reviews, her insight guided the team to determine which series of tests were critical to the success of the design. These reviews reduced program costs and were aligned to shape early learning, but also ensure they are conducted at the appropriate time in the design process.

Additionally, Ms. Lowe oversaw the completion of six critical risk reduction tests. She expertly led a team of 40 engineers, while coordinating the efforts of three industry chief engineers, and an industry workforce of 500 personnel. Ms. Lowe's commitment to excellence in engineering is the program office's most valued asset.

Financial Management



Allison Morin



Ms. Allison Morin is the lead Business Financial Manager for the Aegis Ashore Program Office for the Missile Defense Agency (MDA). Ms. Morin's outstanding managerial skills positively influenced the Aegis Ashore Program Office's finance team in its collaboration on financial policy and international deployment issues and resulted in the achievement of major program milestones on schedule. Her leadership ensured Navy acceptance of Aegis Ashore Missile Defense System Romania, North Atlantic Treaty Organization Operational Declaration of Aegis Ashore Missile Defense System Romania occurring without incident, and the program remaining on target to meet the FY 2018 Presidential-mandated European Phased Adaptive Approach fielding goal. Ms. Morin expertly led her finance team in more than 700 transactions valued at more than \$363 million with global execution across multiple years of funding. She coordinated with Navy partners and established a unique financial strategy to sustain the operational Aegis Ashore Missile Defense System Romania site through construction punch-list item completion and meticulously developed a spend plan to ensure the MDA provided \$14 million of yearly Operations and Sustainment funds.

Ms. Morin's proactive management of more than 20 separate Aegis Ashore Missile Defense System contract vehicles and her effective communication of budgetary and fiscal concerns early in the process allowed Aegis Ashore Missile Defense System Program technical, managerial, and contractual leadership to make timely and well-informed decisions as the program initiated and continues to progress through Aegis Ashore Missile Defense System Poland site construction. Her ability to continually coordinate efforts with multiple organizations within the MDA, the Navy, and the U.S. Army Corps of Engineers facilitated the efficient execution of more than \$250 million in research, development, test, and evaluation; procurement; and military construction activities associated with Aegis Ashore Missile Defense System Poland. Ms. Morin was the catalyst behind the program as it fully met all cost and schedule requirements and all DoD obligation and expenditure performance goals. Notably, the overall Aegis Ashore Missile Defense System Program resource reported Average Program Acquisition Unit Cost and Average Procurement Unit Cost variances of 2 percent and 7 percent, respectively, within successful DoD execution thresholds.

Life-Cycle Logistics



Kenneth Abrams



Mr. Kenneth P. Abrams is the Combat Vehicle and Small Arms Supplier Operations Division Chief at the Defense Logistics Agency (DLA), Land and Maritime. In his current role, Mr. Abrams leads a multifunctional staff of 120 associates that provide planning, procurement and technical support of Class IX weapon systems spare and repair parts to Army, Navy, and Air Force customers. He is accountable for logistics support and sustainment of more than 140K National stock numbers supporting more than 160 federal stock classes. He oversees the execution of more than 100K contract actions valued at \$837M annually. Mr. Abrams' leadership, professionalism and unparalleled technical excellence in the challenging field of sustainment were a contributing force behind the directorate achieving 90 percent material availability for six consecutive months. Additionally, he leads and manages the program management effort of Industrial Product support vendor, a \$107M program effort designed to deliver tailored made supply support solutions to four Army Industrial Depots' production lines.

Mr. Abrams is also the DLA Land and Maritime Life-Cycle Logistics (LCL) subject matter expert. In addition to his managerial duties, he reviews and certifies Defense Acquisition Workforce Improvement Act (DAWIA) Level I and II applications within the organization in the Life-Cycle Logistics career field. He also reviews Level III applications and recommends approval by the senior executive. Mr. Abrams also identifies continuous learning opportunities and then makes recommendations to the Deputy Commander and Acquisition Executive on implementation to the workforce. In support of the DLA Enterprise initiative to professionalize the supply workforce through the attainment of LCL certification, Mr. Abrams expanded upon the directive which evolved into a training protocol that provided continuous learning opportunities to 542 DLA Land and Maritime LCL professionals. After gaining command support, he coordinated with several program offices to create LCL learning opportunities. The topics were delivered to the workforce in a total of three 90 minute auditorium sessions and 36 small group settings consisting of 25 associates over the course of several business days.

Program Management



Paula Sendish

Mrs. Paula Sendish is the Defense Information Systems Network (DISN) Tech Refresh (TR) Program Manager. Under her leadership, the DISN TR team leverages industry innovation and best practices, yielding significant cost efficiencies for the Department of Defense. The DISN TR program performs technology refresh, upgrades and insertion on the DoDIN core, Sensitive but Unclassified (SBU) IP Data and Secret IP Data networks, and transforms the DISN into a normalized, integrated, resilient, robust infrastructure in accordance with DoD Chief Information Officer, Joint Staff, and USCYBERCOM objectives through acquisition and technical excellence.

The DISN TR program investments have resulted in, and will continue to, reduce Operations and Maintenance (O&M) for the DoDIN Transport Core. The DISN TR program continues to implement cross program, cross domain, cutting edge and a converged architecture that traverse multiple organizations and services. It is estimated that an average of 20 to 25 percent cost avoidance to the customer has already been realized through reductions of the DISN IS bill.



All of the DISN TR Projects work to evolve, maintain or sustain the DISN a network our Combatant Commands, Services, Agencies and the Warfighter rely on daily in both times of war and peace. Tech Refresh provides end-to-end communications, consolidation of network transport capabilities, network normalization and consolidation (resulting in reduced costs), a single security infrastructure, and aids in enabling the effort to consolidate network operation centers resulting in overall savings for the Department.

Program Management



Mark Sardelli



Mr. Mark A. Sardelli achieved many specific accomplishments through his efforts and contributions within the functional area of Program Management as the Deputy Director, LSPO, Signals Intelligence Systems Acquisition Directorate (SIGINT) at the National Reconnaissance Office (NRO). While performing in this capacity, he led two Major System Acquisition programs which leveraged competition and employed multiple innovative procurement techniques.

Mr. Sardelli was responsible for the full life cycle of satellite systems development, integration, test, operational support, and launch of multiple NRO LEO SIGINT satellites for a \$10-billion-plus program portfolio that is critical to protecting servicemen and women deployed worldwide. Throughout this period, Mr. Sardelli led NRO LSPO through 2 major milestones including the launch of the last-of-its-kind Block 2 LEO SIGINT spacecraft, and completion of the Critical Design Review (CDR) for the new and improved Block 3. The final Block 2 launch and the culmination of 8 years of preparation was a flawless campaign, even in the face of significant obstacles. While working miracles in preparation for launch, the majority of his team served double-duty to prepare for the Block 3 CDR.

His CDR Team received high praise from several senior acquisition officials and Mission Partners -- Office of the Director of National Intelligence (DNI) for Acquisition, Technology, and Facilities praised as "Gold Standard for CDRs;" Under Secretary of Defense for Intelligence praised as "Impressed with manufacturing and producibility;" and National Security Agency (NSA) praised as "Remarkably good design." Block 3 represents the largest re-architecture of the system in 20 years, reducing complexity and achieving \$3-billion plus in program savings while incorporating technology improvements that enhance our nation's capabilities against new mission threats.

Requirements Management



Randle LeSure



Mr. Randle LeSure is the supervisor of the Defense Logistics Agency (DLA) Troop Support the Clothing & Textiles (C&T) Demand Planning Cell, which is a critical part of the Plans & Integration Team. Under his management, C&T metrics have increased for Material Availability, Recruit Bag Fill Rate and On-Target Inventory, while backorders have dropped 40 percent – all indicating that C&T is forecasting better.

In March 2016, DLA embarked on the Planning Improvement Effort (PIE) rollout that established the Center of Planning Excellence (CoPE). The focus was on optimizing execution through operations research and analytics, and achieving economies of scale for planning. Due to the highly collaborative customer interactions, C&T retained 11 demand-planning positions and created a supervisory demand planning position. This unique situation was an exception among the various DLA Primary Level Field Activities (PLFAs), where most PLFAs relinquished their requirements management functions. Randle LeSure is the first C&T employee to occupy this position. From the moment he embarked on this new challenge, Mr. LeSure worked closely as a leader, mentor and motivator with the demand planners in their new roles.

Mr. LeSure has recently established a new recurring monthly effort to examine the Demand Percent Forecast Error for items that will have planned funding actions in the next month. This new process is critical, as buying the wrong products is a twofold problem resulting in too little or too much inventory. Buying the right inventory helps maintain a lower Cost Recovery Rate by reducing costs associated with the storage, management and movement of excess items.

Services Acquisition



Freddie Clark



Mr. Freddie Clark led the Commercial Satellite Communications (COMSATCOM) Team at the Defense Information Systems Agency (DISA) until his recent retirement. The COMSATCOM team coordinated with the Office of the Secretary of Defense (OSD) to transition the Morale, Welfare and Recreation Internet Café Program (MWR ICP) from a DoD-owned and managed network to a turn-key vendor provided solution. The resultant contract produced a projected \$80M in lifecycle cost savings for the DoD by reducing rates of acquiring and operating MWR Internet Cafes by 85%.

The COMSATCOM Team relied upon the experiences and knowledge gained through multiple service acquisitions and application of alternative means of acquiring COMSATCOM services to ensure efficient usage of required bandwidth for MWR ICP services, and to investigate alternated management strategies to provide the most efficient solution for MWR Internet Café program management. The COMSATCOM Technical Support Branch's improvements to the DoD's acquisition, use and management of commercial satellite communications services allowed for the transition of the previous MWR Internet Café contract to a new cost effective way of managed services for commercial satellite communications (COMSATCOM being the primary mode of communications for the MWR Internet Café Program) by which customers are able to see significant reductions in costs for service requirements.

Small Business



Lee Rosenberg



Mr. Lee Rosenberg, Director Office of Small Business Programs for the Missile Defense Agency (MDA) has demonstrated the highest levels of excellence and professionalism in support of the MDA acquisition of products and services for the warfighter while protecting the taxpayer interest. He has been instrumental in communicating with senior leadership and advocating use of small businesses to address the Better Buying Power 3.0 focus areas and initiatives to ensure small business utilization is a vital part of every acquisition in MDA. Mr. Rosenberg's effort to gain senior leadership support resulted in his appointment as a voting member on senior acquisition decision making forums such as Acquisition Strategy Panels and Acquisition Strategy Boards and enabled maximum small business utilization in the acquisition strategy development and approval process.

For the first time in MDA acquisitions, monetary incentives were tied to small business utilization in three major MDA contracts, Long Range Discrimination Radar, Sea Based X-Band Radar Mission Integration, and Radar Test Contract along with specific initiatives to further enhance the transition of SBIR into major weapon systems. These initiatives employed by Mr. Rosenberg will serve to increase competition and industrial base quality, reduce cost and sole source suppliers in the supply chain, and support accelerating transition of Small Business Innovative Research program funded technologies into the Ballistic Missile Defense System to support the Warfighter while realizing a return on MDA investments in innovative technology. Mr. Rosenberg's enthusiasm and persistence created an acquisition environment that ensures small businesses are considered to the greatest extent possible to achieve greater efficiency, productivity, and cost savings while strengthening our industrial base.

Test & Evaluation



Timothy McDonald



Mr. Tim McDonald is the Mission Director for the Missile Defense Agency's (MDA) Distributed Ground Test-06 Part 2. Mr. McDonald displayed immense expertise and dedication leading the Missile Defense Agency's most complex distributed ground test, which involved warfighters operating Ballistic Missile Defense System assets across 11 time zones. His unique, significant contributions directly align with the MDA mission to develop and deploy a layered Ballistic Missile Defense System to defend the United States, its deployed forces, allies, and friends from ballistic missile attacks of all ranges, and the organization's number one goal to support the warfighter.

Distributed Ground Test-06 Part 2 was an 18 million dollar developmental and operational test event with personnel spanning from Japan to the United Kingdom. Mr. McDonald led a large team comprised of representatives from seven different Missile Defense Agency and non-Missile Defense Agency program offices, the Missile Defense Agency's Directorate for Engineering, the Joint Functional Component Command for Integrated Missile Defense, the United States Northern Command, the United States Pacific Command, and the Ballistic Missile Defense System Operational Test Agency Team. More than 1,100 participants were involved with the planning and execution of the event, including 194 airmen, sailors, and soldiers on console manning the weapons systems during testing or serving as data collectors. Throughout the 12-day execution, Ballistic Missile Defense Systems participated in various simulated threat scenarios to evaluate how they would respond in an actual attack, helping the Missile Defense Agency and the combatant commanders develop missile defense doctrine; train operators; and exercise tactics, techniques, and procedures.

As a first time Mission Director, Mr. McDonald was given a great deal of trust to lead this complex test event. His adeptness at program management and planning were critical to the success of Distributed Ground Test-06 Part 2. Mr. McDonald effectively led the planning effort during a challenging fiscal environment, addressing requirements creep, schedule pressures, unplanned real-world operational concerns, and unique team dynamics—all while keeping the test on track to meet every objective. He skillfully coordinated with stakeholders from numerous external and internal Missile Defense Agency organizations to deconflict competing requirements with limited test resources while the Missile Defense Agency simultaneously conducted other test events and exercises. Complicating matters further, heightened tensions and provocative actions by unfriendly nations in the Pacific theater threatened the availability of must-have operational assets for the test. Mr. McDonald preserved the test schedule and protected the test objectives by brokering a win-win solution with United States Northern Command representatives to address Warfighter concerns, allowing critical operational sensors to remain in the test while continuing to support operational readiness.

CONGRATULATIONS TO THE



INDIVIDUAL ACHIEVEMENT AWARD NOMINEES!

GOOD LUCK IN THE DoD LEVEL AWARDS COMPETITION



USD(AT&L) Defense Acquisition Workforce Organizational Development & Innovation Awards

Defense Contract Management Agency (DCMA) Keystone Program

The Defense Contract Management Agency (DCMA) is the DoD's component that works directly with Defense suppliers to help ensure that DoD, Federal, and allied government supplies and services are delivered on time, at projected cost, and meet all performance requirements. DCMA directly contributes to the military readiness of the United States and its allies, and helps preserve the nation's freedom. With its headquarters (HQ) at Fort Lee, Virginia, DCMA operates through 800 CONUS and OCONUS locations referred to as Contract Management Offices (CMOs). DCMA professionals serve as "information brokers" and in-plant representatives for military, Federal, and allied government buying agencies. Before contract award, DCMA provides advice and information to help construct effective solicitations, identify potential risks, select the most capable contractors, and write contracts that meet the needs of our DoD customers and Federal and allied government agencies. After contract award, DCMA monitors contractors' performance and management systems to ensure that cost, product, performance, and delivery schedules are in compliance with the terms and conditions of the contract.

The DCMA established its 36-month Keystone program in 1998. Its strategic goal is to recruit, develop, and manage entry-level acquisition workforce employees technically capable of supporting the agency's mission. This program typically recruits approximately 150 employees per year across many acquisition disciplines. At the direction of Lieutenant General Wendy Masiello, Director, DCMA (2014-2017), an integrated product team was established in the fall of 2015 to thoroughly examine the agency's 20-year-old keystone program and to research and develop program enhancements to have the program best support the agency's 21st century mission. The IPT was led by DCMA's Human Capital Strategic Learning Division and included personnel from all levels in the organization from the agency Director, Executive Director for Human Capital, senior and middle managers, field contract management offices, to current and former Keystone interns.

As a result of the IPTs efforts, the DCMA has redesigned its Keystone Intern program based on projected succession needs, workforce shaping goals, and forecasted evolution of technological workload requirements. The redesign of the program led to the creation of a new headquarters-based training and indoctrination program (aka Boot Camp). Its curriculum provides an introduction to DCMA mission and worldwide operations as well as opportunities for meeting with senior level agency management, providing lessons for enhanced career development, and building of esprit de corp. Workforce requirements, especially in the contracting and engineering acquisition series, have been renewed to use contemporary recruiting authorities. These revisions include much greater use of Recent Graduate authorities as well as a centralized process for hiring students. In order to more fully support the onboarding, mentoring and on-the-job training of new interns, six regional training hubs are being established replacing 50 hiring centers. Better workforce shaping, training, improved morale, and reduced attrition are all expected from the agency's renewed intern program.



Call for Nominations

The Richard 'Dick' Ginman Contingency Contracting Officer Excellence Award



Richard 'Dick' Ginman

In 2013, the Defense Procurement and Acquisition Policy (DPAP) office first implemented the "Richard 'Dick' Ginman Contingency Contracting Officer Excellence Award." While this annual award acknowledges the contributions of all Contingency Contracting Officers (CCO), it singles out the one CCO who best emulates Mr. Ginman's tireless support of the Contingency Contracting community.

We encourage organizations within the 4th Estate to nominate a deserving individual who has served as a CCO during fiscal year 2017. Nominations should be consolidated and submitted to COL Ralph Borja, ralph.t.borja.mil@mail.mil, by December 15, 2017.



[View the full Call for Nominations Memo and Attachments](#)

2018 Centralized 4th Estate DACM Leadership and Talent Management Schedule Coming Soon!

15.00
17.00
17.30
18.00
19.00
20.00
21.00



4th Estate DACM Quota Manager Report

by Ashlee Riggins, 4th Estate DACM Quota Manager

DAU Nomination Courses

When processing training requests through ACQTAS, Quota Managers (QMs) should utilize the DAU iCatalog, <http://icatalog.dau.mil/>, to ensure there are not additional requirements associated with the course (i.e. targeted attendees, etc.). There are three courses that QMs should pay special attention to when requests are received as these courses require students to be nominated before they can obtain a seat:

LOG 465 – Executive Product Support Manager’s Course

PMT 401 – Program Manager's Course

RQM 310 – Advanced Concepts and Skills for Requirements Management

In order to obtain a seat in these courses, students must be nominated by their agency and approved by the appropriate approving official. The nomination process for these courses is listed below. If you receive an application for one of these course but are unsure whether the student was nominated, please email the 4th Estate DACM Quota Manager, doddacmquotas@asmr.com.

LOG 465 - Executive Product Support Manager’s Course

This course is designed as an executive-level course for DoD Product Support Managers (PSM), the two-week program focuses on enhancing a PSM’s success fielding and sustaining ACAT I MDAP/MAIS, and/or Major Weapon System's efforts.

Candidates for this course must be approved by the 4th Estate DACM. Quota Managers should submit nomination to Ms. Betsy Lederer, Performance Learning Director – Performance Based. Her contact information is Elizabeth.Lederer@dau.mil or (703) 805-3091.

LOG 465 Executive Product Support Manager’s Course						
FY	Course Number	Class	Start Date	End Date	Location	Quotas
2018	LOG 465	001	10/23/2017	11/3/2017	FT BELVOIR VA	
2018	LOG 465	002	2/26/2018	3/9/2018	FT BELVOIR VA	
2018	LOG 465	003	5/14/2018	5/25/2018	FT BELVOIR VA	
2018	LOG 465	004	8/20/2018	8/31/2018	FT BELVOIR VA	

*Once a student is approved to take this course, a quota will be allocated.

Target Attendees: GS-14/15 or equivalent, serving in leadership sustainment and/or Product Support Manager positions, individuals interacting with PSMs or serving in PSM-like roles. Highly qualified individuals at the GS-13 level or equivalent may be considered by the 4th Estate DACM with an SES level endorsement.

Required:

Life-Cycle Logistics Level III certification

DAU Nomination Courses

PMT 401 – Program Manager's Course

This course is designed to improve DoD acquisition outcomes by strengthening the analytical, critical thinking and decision-making skills of potential leaders of major defense acquisition programs and program support organizations. Target attendees include Board–selected ACAT I or II Program Managers, Level III Program Management (PM) career field members who have demonstrated the potential to become major program or project managers. In addition, up to 20% of each offering may be reserved for other high-potential acquisition professionals certified at Level III in career fields other than Program Management.

Candidates for this course must be approved by the 4th Estate DACM office. The DOD DACM Quota Manager will request nominations from Agency Quota Managers 90 days prior to the upcoming class. Agency QMs will be notified once a decision has been made for the nominee.

PMT 401 Program Manager's Course						
FY	Course Number	Class	Start Date	End Date	Location	Quotas
2018	PMT 401	001	1/22/2018	3/30/2018	FT BELVOIR VA	1
2018	PMT 401	002	1/22/2018	3/30/2018	SAN DIEGO CA	1
2018	PMT 401	003	2/26/2018	5/4/2018	HUNTSVILLE AL	2
2018	PMT 401	004	3/19/2018	5/25/2018	KETTERING OH	2
2018	PMT 401	005	4/16/2018	6/22/2018	FT BELVOIR VA	3
2018	PMT 401	007	8/20/2018	10/26/2018	KETTERING OH	2
2018	PMT 401	006	9/10/2018	11/16/2018	FT BELVOIR VA	3

Target Attendees: Board–selected ACAT I or II program managers, Level III Program Management (PM) career field members who have demonstrated the potential to become major program or project managers. In addition, up to 20% of each offering may be reserved for other high-potential acquisition professionals certified at Level III in career fields other than PM.

Prerequisites: PMT 352B, Program Management Office Course, Part B*

DAWIA-certified Level III in Program Management*

Minimum Grade Level: GS-14 or equivalent (Civilian); O-5 or selected for promotion to O-5 (Military)

*High potential Level III acquisition professionals in career fields other than PM, who have not completed PMT 352B, are encouraged to apply through their DACM if they have 4 years of experience in or directly supporting a program office.

RQM 310 – Advanced Concepts and Skills for Requirements Management

This course prepares national security Requirements Managers to understand, critically review, and positively contribute to Requirements Management. Action-based scenarios, computer-based simulations, and critical-thinking exercises provide formative practical experience that reinforce discussions on how the Joint Capabilities Integration and Development System (JCIDS), or Service or Agency requirements systems, interacts with the Defense Acquisition System (DAS), and the Planning, Programming, Budgeting and Execution (PPBE) system. Students must come prepared to discuss a real-world requirements issue as it relates in their current work environment.

Applicants for this course are nominated by the RQM Component Acquisition Representative (CAR) before being approved for this course. The agency Quota Manager should submit all nominations to the Requirements Management Certification Training (RMCT) Component Appointed Representative (CAR):Ms. Lori Frumkin, Lori.e.frumkin.ctr@mail.mil. If the student is approved, they will be notified by the DOD DACM Quota Manager.

DAU Nomination Courses

RQM 310 Advanced Concepts and Skills for Requirements Management						
FY	Course Number	Class	Start Date	End Date	Location	Quotas
2018	RQM 310	001	10/16/2017	10/20/2017	FT BELVOIR VA	
2018	RQM 310	002	12/4/2017	12/8/2017	FT BELVOIR VA	
2018	RQM 310	003	1/22/2018	1/26/2018	FT BELVOIR VA	
2018	RQM 310	004	3/19/2018	3/23/2018	FT BELVOIR VA	
2018	RQM 310	005	4/23/2018	4/27/2018	FT BELVOIR VA	
2018	RQM 310	006	6/4/2018	6/8/2018	FT BELVOIR VA	
2018	RQM 310	007	7/9/2018	7/13/2018	FT BELVOIR VA	
2018	RQM 310	008	9/10/2018	9/14/2018	FT BELVOIR VA	

*Once a student is approved to take this course, a quota will be allocated.

Target Attendees: Professionals who develop, assess, prioritize, and validate warfighter requirements.

Prerequisites: RQM 110, Core Concepts for Requirements Management

DAU Course Renumbering

Effective FY18 October 1, 2017, the DAU courses listed below are renumbered.

1. CON 232 (Resident/Classroom Course) was retired 30 Sep 2017 and replaced with CON 320

http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12177

2. LOG 101 (Distant Learning/Web course) was retired 30 Sep 2017 and replaced with LOG 100

http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12164

3. PMT 251 (Distant Learning/Web course) was retired 30 Sep 2017 and replaced with PMT 252 Concept card will be posted prior to 1 Oct 2017

In addition to the above, BCF 130 (Distant Learning/Web course) deployed on 18 Sep 2017. BCF 106 has been retired.

The concept card for BCF 130 is available at http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2090

The applicable prerequisite checks in ATRRS/ACQTAS will be updated accordingly prior to October 1, 2017.

Buy American Act Statute Continuous Learning Module Updated by DAU!

A new version of CLC 027 - Buy American Act Statute has been loaded and it is available for students to register via ACQTAS.

This module provides explanatory materials and practical examples to aid compliance with the Buy American Act Statute and regulatory requirements. It clarifies the parts of the Federal Acquisition Regulation and Defense Federal Acquisition Regulation Supplement that address the statute.



4th Estate DACM Travel Manager Report

By Katharine Thomas, 4th Estate DACM Travel Manager

Travel Reminders from the DACM Office

The start of a new fiscal year is the perfect time to refresh your knowledge of best practices for travel management for acquisition training. The list below are some reminders of how to best process DAU and 4th Estate leadership training travel:

- ✓ Travelers that are TDY must have approved orders.
- ✓ TDY travel is authorized for those traveling more than 50 miles from their residence to duty address and those that are traveling more than 2 hours one-way, making for a total 12 hour daily trip.
- ✓ Agency Travel Managers are to approve TDY students to receive a Line of Accounting (LOA) no later than 30 days prior to the class start date, unless the reservation occurs within that timeframe.
- ✓ The DACM Travel Manager generates LOAs to those approved students 30 days prior to the class start date.
- ✓ Travel orders are processed in the Defense Travel System (DTS) and are routed through the traveler's agency for all the necessary approvals.
- ✓ The LOA issued is only available for the authorized trip. The traveler is removed from the LOA on the course start date.
- ✓ Travelers need to submit their authorization in DTS within 10 days of receiving the LOA.
- ✓ Vouchers should be submitted within 5 business days of the trip end date.

Please remember that travel funds for the entire fiscal year are never a guarantee. In order for our office to help reduce the potential for funding reductions, we need to work collectively to process all travel orders as soon as possible. Thank you to all of the 4th Estate travel managers for your efforts and attention to detail!





By: Aaron Hutson, 4E DACM Communications Director

DCMA Keystones Visit DAU

On July 20, 2017, the 37 current Defense Contract Management Agency (DCMA) Keystone program participants and the program leaders traveled on a chartered bus from the DCMA headquarters at Fort Lee, Virginia for a trip to the Defense Acquisition University (DAU) at Fort Belvoir, Virginia. The Keystones were greeted by DAU and 4th Estate DACM Office personnel upon their arrival. The Keystone program participants listened to briefings from many senior leaders and were able to engage and discuss career development with the presenters.

Dr. Kurt Stonerock, Dean for the College of Contract Management (CCM), spoke to the attendees first. He noted that the CCM was built for them! The CCM is a partnership between DCMA and DAU that is geared towards training DCMA employees on post contract award actions. Dr. Stonerock's passion and enthusiasm for career development is evident and was inspiring for the attendees.

Mrs. René Thomas-Rizzo, Director for AT&L's Human Capital Initiatives (HCI) organization, spoke to the Keystones next. She discussed HCI's branding and marketing initiatives. HCI has instituted an awareness campaign regarding the DoD's civilian acquisition workforce and the exciting opportunities across the many acquisition career fields. Mrs. Thomas-Rizzo and members of her staff have visited many Colleges and Universities across the United States to educate them on the many civilian job opportunities available in DoD acquisition. Mrs. Thomas-Rizzo also discussed her personal professional journey from starting as a Navy intern and working her way up to her current role as Director for HCI and member of the Senior Executive Service.

Mr. Robert Daugherty, the former 4th Estate Director for Acquisition Career Management (DACM) spoke to the Keystones next. Mr. Daugherty discussed Lou Holtz's 3 rules to live by and how he has incorporated those values into his daily life. He stressed the importance of these values to the attendees and recommended that they apply these values to their careers. The three rules of life that Lou Holtz lives by are: 1) *Do right, just do the right thing*; 2) *Do everything to the best of your ability within the time allotted*; and 3) *Show people that you care*. Mr. Daugherty also touched on the 4th Estate's Defense Acquisition Talent Management System and the various career development activities that the DACM office handles. The DCMA Keystone's attended the 4th Estate DACM sponsored Acquisition Leadership Challenge Program Beginnings program on July 24-25 and found it very motivating and beneficial.

Mr. James Woolsey, President of the Defense Acquisition University addressed the Keystone's next. Mr. Woolsey used his career journey as an example of the importance of *building your network*. He noted the names of individual's that have had major influences on his career. He also discussed the importance of developing important relationships and ensuring that key people know of the quality and value of the work that you produce.

Mr. William Parker, Director of the Foundational Learning directorate at DAU spoke to the Keystones about his role at DAU in curriculum development and deployment of learning assets. He discussed the demand on DAU to develop new learning assets and maintain currency with existing learning assets. Mr. Parker also discussed his background as a member of the Marine Corps with the attendees.

Mr. Michael Hocker, Director of the Workflow Learning directorate at DAU provided a demonstration of the new DAU.mil website to the attendees. Mr. Hocker covered some of the new features of the DAU.mil website to include a much improved search capability; access to many new learning assets to include video's, blogs, and ask a professor; and the new design of the website.

The DCMA Keystone field trip to DAU was an informational and inspiring day! Thank you to the speakers for your excellent presentations!

Certified Information Systems Security Professional Certification Preparation Course

The Certified Information Systems Security Professional (CISSP) certification is a recognized certification in the Information Technology (IT) career field. A CISSP certification preparation course was offered to the 4th Estate workforce in July 2017 at Fort Belvoir, VA. This program is appropriate for professionals at the GS12-15 levels.

This course is the most comprehensive review of information security concepts and industry best practices, and covers the eight domains of the official CISSP CBK (Common Body of Knowledge). Students will gain knowledge in information security that will increase their ability to successfully implement and manage security programs in any organization or government entity.

Program Benefits

- Demonstrate your technical knowledge, skills, and abilities to effectively develop a holistic security program set against globally accepted standards
- Understanding of the most current best practices
- Competently design, build, and maintain a secure business environment
- Ensure professionals stay current on emerging threats, technologies, regulations, standards, and practices through the continuing professional education requirements
- Ensure employees use a universal language, circumventing ambiguity with industry-accepted terms and practices

Topics Covered

- Security and Risk Management
- Asset Security
- Security Engineering
- Communications and Network Security
- Identity and Access Management
- Security Assessment and Testing
- Security Operations
- Software Development Security

Here is what the students who participated in the course in August 2017 had to say about the course:

"I was worried heading into the CISSP preparation course that it would be too technical/detailed and that I would be overwhelmed with all the information. The fear was unfounded as the instructor provided enough details on each domain without overwhelming the participants. The instructor pulled from his many years of experience in the security field to offer real life examples to drive home the importance of having a strong security posture at the onset of your programs/systems development. Not only will DoD Information Security professionals benefit from taking this preparation training, program managers and project manager will as well. Overall, the CISSP preparation training is a great course to offer to the DoD Acquisition workforce. DIA Participant

"The Certified Information Systems Security Professional (CISSP) course was one of the best courses I have taken as a Department of Defense (DOD) employee. The course covered an array of cybersecurity subjects over the course of a week. Some examples of the topics covered were security and risk management, communications and network security, software development security, among many others. The course also provided a great networking opportunity. I was able to meet and relate to DOD employees from different agencies and learn more about cybersecurity challenges in DOD. I am very grateful to 4th Estate DACM office and my agency for this great opportunity. I will always remember and incorporate what I learned from this course and cherish the memory of this great course. DLA Participant

We are looking into offering the course again in the future. Details will be provided on the 4th Estate DACM website once our 2018 centralized leadership and talent management schedule is finalized.



By: Hina Munir, 4E Talent Management Coordinator

Harvard Leadership Communication Program

The 4th Estate DACM Office is always looking for development opportunities to provide to the acquisition workforce. A Harvard Leadership Communication course was offered to the workforce in August 2017. This program is appropriate for professionals at all the GS12-15 or equivalent grade levels who would like to be more effective in both written and oral communications. Students participated in the two day course at the Harvard campus.

In any business role, you must be able to convey your ideas in ways that drive effective decision-making, teamwork, and action. In this two-day program, you'll delve into the communication tools and techniques used by the world's most successful managers. This program will help you become more persuasive in written and oral communications in a range of settings. From one-on-ones to large groups, and from informal to formal formats, you will return to your role/organization a more confident communicator with a solid understanding of why and how to shift between communication types.

Through experiential exercises and small group activities, you will put these techniques into practice, test out new approaches, and learn to communicate with poise, clarity, and conviction. You'll leave the program with the skills needed to engage, inform, and inspire others—and improve your ability to communicate like a leader.

Program Benefits

- Learn the principles of communication that drive all business interactions
- Structure messages that inspire your audience to take action
- Grow confidence in your presentation abilities
- Convey your insights and recommendations more effectively
- Cultivate your personal leadership and communication style

Topics Covered

- Understanding and connecting with your audience and preparing for their responses.
- Learning nonverbal communication techniques involving body language and delivery
- Structuring communications to adapt to different business situations and audiences
- Generating ideas for organizing, preparing, and delivering effective presentations
- Practicing delivery of high-impact messages that are memorable and motivating

Here is what the students who participated in the course in August 2017 had to say about the course:

“The Harvard Business Leadership Communication course was one of the most fantastic courses I have taken in my ten years with Department of Defense. The highlight of the course was that each student was required to give a short presentation, which was recorded and a copy of the presentation was given to the student as a take away. It was recommended that the video should be watched without sound at first so that you can identify some of your bad non-verbal habits. This has been a game changer for myself. I am now more aware of my nonverbal cues, hair touching, and pacing. The course also provided a great networking avenue. I was able to meet and relate to a lot of DoD employees from different agencies. I met people from Industry and outside the United States that gave a lot of good ideas on communication. I am very grateful to the 4th Estate DACM office and my agency for this great opportunity. NSA participant

“Leadership Communication, presented by Harvard University Division of Continuing Education, was an intense and worthwhile review of the basics of communication, the various kinds of presentations leaders are called upon to deliver, the effective use of audiovisuals/visual aids in presentations, concluding with discussions of interpersonal communications in the workplace. In addition to a dynamic course leader, the course was made even more meaningful by a diverse student body, including a large contingent of international students. In addition to extensive pre-course reading materials, the course leader included video examples of both effective and ineffective presentations by past political leaders and a published author, and tips for dealing with audience questions. The course concluded with exploring various styles in managing conflict, plus a creative problem solving technique allowing all participants to consider multiple perspectives of a problem in a structured and non-adversarial fashion. DISA participant

We are looking into offering the course again in the future. Details will be provided on the 4th Estate DACM website once our 2018 centralized leadership and talent management schedule is finalized.



UNIVERSITY
of VIRGINIA



DARDEN SCHOOL OF BUSINESS

Insights Into Industry Management

The 4th Estate DACM office partnered with the Navy to offer 15 seats in the Navy's Insight into Industry Management Course (IIMC) at the University of Virginia's Darden School of Business from July 30 to August 11, 2017. The IIMC course was designed with the intent to educate acquisition personnel to look through the eyes of industry to understand what drives their behavior. The course helps attendees foster an understanding of the role of cash flow, profit, risk and contribution margin in industry decisions, and to predict how industry will react to government proposals allowing them to structure proposals for favorable outcomes to government.

Here is what a few of the students who participated in the course had to say:

"Most of the topics covered were really geared toward reducing risk. With risk comes increased costs and other than full alignment with mission requirements. The topics provided essential awareness that will enable a reduction in the contractor's risks thereby maximizing the fulfillment of requirements at lower cost."

DTRA Participant

"By attending the Navy Insights into Industry Management Course, I took away multiple insights into leading my team. The course included 2 case studies that focused on leadership and change management, IBM and GE. In both cases, the culture of the organization acted as a catalyst to either proliferate or prevent change. Change as a necessary element for any business to stay relevant, including the Government, requires a customer focused mindset, an open mind to feedback, and proactive steps to stay current. The IBM case highlighted that a culture relying on what we think we know and unresponsive to customer feedback, leads to solutions that customers don't want and those customers looking elsewhere to have their needs met. The solution lies in data driven decisions and openly challenging the norms of what we think we know to change the direction as well as the culture towards what the customer truly wants."

DLA Participant

"One of the highlights for me was the discussion on Leveraging Differences. The instructor led us through a case study that explained the differences between Managing Diversity and Leveraging Differences, based on a book he had written. The discussion encouraged us to seek ways within our respective organizations to not only manage diversity programs, but also to truly leverage our differences. One of my other major takeaways is regarding the concept of Creating Value. During our sessions on negotiations, we discussed that the Government often seeks Win/Win in our negotiations. However, sometimes Win/Win isn't necessarily the best possible outcome for both parties. Holding meaningful discussions during negotiations with our Industry partners (and understanding the motivation of the other's position) can often lead to outcomes that are even better than both parties had originally hoped for."

DLA Participant

"Several comments were made during our time at Darden about the difficulties we experience throughout the acquisition process. My classmates shared some great ideas on how they could improve the process. When I returned to work, I sent a follow up email to everyone providing awareness of the Section 809 Panel - letting them know we have the opportunity to improve the process and where they can submit recommendations. I have also shared this info with my team."

DLA Participant

"As a result of this course I have already engaged my contracting office to work a pending contract re-compete within my organization to be a small business set-aside. In future contract negotiations, I will have a better perspective on why companies chose to bid or not and I can take steps to make the competitive process work to the advantage of the Government."

OUSD Participant

We are looking into offering the course again in the future. Details will be provided on the 4th Estate DACM website once it is finalized.



4th Estate DACM Rotational Assignment Program

The 4th Estate Rotational Assignment program exists to provide for the career broadening and development for the 4th Estate acquisition workforce.

Rotational assignments focus on experiential development designed to expand an individual's functional, cross-functional, and leadership abilities through on the job learning. Instructions on how to apply to the rotational assignments are available via the links below.

There are currently six rotational assignments available:

[Contract Planning and Cost-Pricing Branch-DISA, Ft. Meade, MD/Scott AFB, IL:](#)

Responsible for identifying and resolving programmatic and contractual problems, and providing sound business advice to the DITCOs, and Mission Partners.

[Contract Policy and Compliance Rotation-DISA, Ft. Meade, MD:](#)

Responsible for developing and implementing standardized procurement policy for use by all contracting offices.

[4th Estate DACM Office, Ft. Belvoir, VA:](#)

During this 4th Estate DACM rotation, individuals will have an opportunity to perform a combination of policy, talent management, training, metrics related duties, such as researching and updating policies, interpreting and analyzing policy of all levels; revising/ publishing local policy, supporting implementation of talent management initiatives, develop metrics for training programs, participating and conducting internal reviews, facilitating and coordinating local acquisition development training events and conducting special projects.

[WHS AD E-Business, Arlington, VA:](#)

This assignment will provide e-business WAWF/CORT Tool support to Washington Headquarters Services Directorates, Office of the Secretary of Defense Components, and other 4th Estate customers. The candidate will provide Group Administrator Support for over 200 Department of Defense Activity Account Codes (DODAAC).

[AD Policy \(Quality and Strategic Initiatives\)-WHS, Arlington, VA:](#)

This assignment supports the Quality and Strategic Initiatives (Q&SI) Division which is responsible for all Contracting and Procurement related policy matters and all contract quality/compliance reviews including Acquisition Workforce Development.

[Internal Compliance Reviews - Purchase Card Accounts-WHS, Arlington, VA:](#)

Gain in-depth knowledge of the purchase card program and review accounts. Perform compliance reviews and provide information to the appropriate managers.

ALCP 2 Video



An informational video featuring the Acquisition Leadership Challenge Program course is now available on the 4th Estate DACM website. [View the video](#)

Policy Updates



The Operation of the Defense AT&L Workforce Education, Training, and Career Development Program 5000.66 Document has been signed.

We Welcome Your Comments & Ideas

As always, we welcome your feedback. To submit article ideas, suggestions or comments please contact our communications director and newsletter editor, Aaron Hutson, at aaron.hutson@doddacm.mil. The deadline to submit articles for the Winter 2017 issue of the 4th Estate DACM newsletter is November 17.



Student Support

If you have training and development questions, always begin with your agency training or quota management point of contact—typically located in your training, human resources, or acquisition offices—for agency-specific guidance.

DATMS/ACQTAS Help Desk (for registration or ACQTAS issues) 703-645-0161 or datmshelp@asmr.com. Hours of Operation: 7:30 a.m. to 5:30 p.m., EST.

ACQTAS Travel Technician, 703-645-0161 (commercial), 703-645-0432 (fax), or ACQTAStravel@asmr.com.

DAU Student Services (general information and questions about welcome messages) student.services@dau.mil, 703-805-3003/DSN 655-3003, or toll-free 888-284-4906.

DAU Virtual Campus Help Desk (questions on distance learning courses and continuous learning modules) dauhelp@dau.mil, 703-805-3459, or toll-free 866-568-6924/DSN 655-3459 (choose option 1).

We hope you find this newsletter informative. Let's collectively commit to providing outstanding support to our 4th Estate Defense Acquisition Workforce.





Quick Reference Guide for the Acquisition Workforce

1

Review Your Position

Civilians - information is in your Position Description (PD).
Military - information is in your orders.



2

Career Field and Certification Level

These two fields are essential because they drive your certification requirements, your development plan, your prioritization for DAU training, and your continuous learning requirements.



3

Review Your Certification Requirements

The acquisition career field and level identified for your position form the basis for determining your certification requirements (education, training, and experience). Certifications guides can be found at: <http://catalog.dau.mil/onlinecatalog/CareerLvl.aspx>



4

Create an Individual Development Plan

The IDP is a planning tool that allows you and your supervisor to identify and track your career objectives, including education, training or special experience needed to meet the certification requirements of your position.



5

Apply for DAU Training

To apply for DAU training, visit:
<http://www.dau.mil/training/Pages/Apply.aspx>



6

Apply for Certification

Once you meet training, education and experience requirements, you may apply for certification.



7

Continuous Learning (CL) Requirements

You are required to obtain 80 CL points every two years. Completion of certification training counts toward CL points, along with other acquisition-related activities.



8

Member of the Acquisition Corps

Civilians may apply for Acquisition Corps membership at the GS-13 (or equivalent) grade or higher if they meet Acquisition Corps eligibility requirements. Corps membership is important because it is needed at the time of assignment to Critical Acquisition Positions and Key Leadership Positions.



9

Know Where To Seek Assistance

Employees should seek assistance from supervisors and DAWIA points of contact within the agency before contacting other sources.



10

Resources

The 4th Estate DACM website at www.doddacm.mil contains policy documents, operating guidelines, career management updates, training opportunities and more.

